

The actions delineated below were taken in open session of the EPSB at the December 14, 2015, meeting. This information is provided in summary form; an official record of the meeting is available in the permanent records of the Education Professional Standards Board (EPSB), 100 Airport Road, 3rd Floor, Frankfort, KY 40601

**Education Professional Standards Board (EPSB)
Summary Minutes of the Meeting
EPSB Offices, 100 Airport Road, 3rd Floor
Frankfort, Kentucky**

Call to Order

Chair Anthony Strong called the meeting to order at 9:00 a.m. EST.

Swearing-In of New Board Members

Board Secretary Ashley Abshire swore in the EPSB's newest members; Commissioner Stephen Pruitt, Ann Morgan, Esther Fatsy, and Sarah Thompson. The new EPSB members then briefly introduced themselves to the Board and audience.

Roll Call

The following Board members were present during the December 14, 2015, EPSB meeting: Ellen Blevins, Tolya Ellis, Esther Fatsy, Leslie Fields, Donna Hedgepath, Ann Morgan, Jay Morgan, Laura Schneider, Stephen Pruitt, Sandy Sinclair-Curry, Anthony Strong, Sarah Thompson, David Whaley, and Kimberly Young. Allen Kennedy, Mary John O'Hair, and Cassandra Webb were absent.

Open Speak

There were no requests for Open Speak.

Approval of Consent Items

Chair Strong requested that Board members identify any items on the consent agenda which they wished to discuss prior to taking final action. No items were asked to be pulled for further discussion.

2015-056

Motion made by Mr. Allen Kennedy, seconded by Dr. David Whaley, to approve the following items on the consent agenda:

Approval of October 11, 2015, EPSB Special Meeting Minutes

Approval of October 12, 2015, EPSB Minutes

2015-2016 Emergency Non-Certified School Personnel Program

Vote: *Unanimous*

Executive Director Jimmy Adams asked that Information Items B and C be pulled from the December 14, 2015, EPSB meeting agenda.

Report of the Executive Director

Report from the Kentucky Department of Education

Commissioner Stephen Pruitt reported that the President recently signed into law the Every Student Succeeds Act. He stated his thought that this Act allows for more flexibility and gives Kentucky an opportunity to build a system that is representative of Kentucky. Commissioner Pruitt said that he believes strongly in collaboration and that he will need the Board's support and experience to help him continue solid education progress.

Report from the Council on Postsecondary Education (CPE)

Dr. Jay Morgan reported that CPE's statewide strategic agenda was set for adoption in the spring. He also reported that CPE anticipated a new statewide diversity plan to be adopted in the spring.

Strategic Plan Update

A written report was provided in the Board's folders.

Title II Report

Executive Director Adams thanked the Educator Preparation Division and Professional Learning and Assessment Division for preparing the Title II Report which was recently submitted to the United States Department of Education.

New Teacher Survey Update

Ms. Donna Brockman gave an update on the status of the New Teacher Survey. She reported the survey is given every fall to student teachers, principals with student teachers in their schools, and cooperating teachers. The same survey is given in the spring for KTIP interns, resource teachers, and the KTIP interns' principals to complete. Ms. Brockman said that after the data is disaggregated she will report back to the Board with a full presentation on the results. She also indicated staff were pleased with the participation rate this year.

Update from Combating Inappropriate Student-Teacher Relationships Task Force

Mr. Adams informed the Board that the first meeting of this task force was held in December, and another meeting is planned for February. The task force is charged with developing suggestions for policy and procedure changes for the prevention of inappropriate relationships with students. Discussions so far have included suggestions for pre-service training for teachers and leader candidates and periodic trainings for in-service educators.

CAEP Partnership Agreement Task Force

Mr. Adams reported that the CAEP Partnership Agreement Task Force will have its initial meeting in January. Terry Hibpshman has agreed to coordinate this group.

2014-2015 SB 1 (2009) Training Compliance Update

A written report was provided in the Board folders.

National Board Certified Teacher Update

Ms. Suzanne Farmer gave an update to the Board on the National Board program. Ms. Farmer said that a press release on December 11, 2015, indicated that Kentucky is ranked 6th in the country for the number of newly certified National Board Certified Teachers (NBCTs) and

ranked 9th overall in the nation for the total number of Board certified teachers. She asked the Board to help spread awareness that teachers in schools without a NBCT may apply for a \$275 reimbursement this year after submitting Component I of the work needed to achieve National Board certification.

Commissioner Pruitt suggested recruiting teachers that are selected as Presidential Awardees for the Presidential Awards for Excellence in Mathematics and Science Teaching (PAEMST). Ms. Farmer indicated work has already begun in attempting to recruit STEM teachers and early childhood education teachers.

Employee Recognition

Executive Director Adams recognized Ms. Mona Curtsinger who would be retiring in February. With over 30 years in state government she has dedicated 19 years to the EPSB.

Report of the Chair

Appointments

Combating Inappropriate Student-Teacher Relationships Task Force

Chair Anthony Strong appointed Shanna Mills to the Combating Inappropriate Student-Teacher Relationships Task Force.

Accreditation Audit Committee Chairperson

Chair Strong appointed Ellen Blevins as chairperson of the Accreditation Audit Committee.

Presentation

Bluegrass Center for Teacher Quality (BCTQ) Partnership with Union College Educational Studies Unit

Mr. Matthew Courtney, Executive Director of the BCTQ, and Dr. Jason Reeves, Dean of Education at Union College, gave a presentation on a partnership between BCTQ and Union College. Mr. Courtney shared that the partnership has strengthened the ability to help practicing teachers and pre-service teachers improve the quality of their instruction. He said that BCTQ is a privately funded not-for-profit organization that works to rethink and reshape professional development. BCTQ works to discover new and innovative ways to train teachers, to increase opportunity for quality training in rural Eastern Kentucky, and to increase the quality of training. The Master Teacher Network program was highlighted in the presentation and was described as a teacher led and teacher driven professional learning program. This program recruits teachers that show excellence in the classroom, trains these teachers to train their peers, teaches the teachers about adult learning theory, prepares them to be quality trainers and facilitators, and pays them through a BCTQ grant and fundraising dollars to provide those services to their peers in the classroom.

Information/Discussion Items

Awarded Contract

Mr. Adams informed the Board of a contract that was awarded for the Supports Effective Educator Development grant.

Board Comments

The Board had no further comments.

Motion made by Ms. Laura Schneider, seconded by Dr. Whaley, to move into closed session for the purpose of discussing proposed or pending litigation in accordance with KRS 61.810(1) (c) & (j).

Vote: *Unanimous*

Motion made by Dr. Whaley, seconded by Ms. Sandy Sinclair-Curry, to move into open session.

Vote: *Unanimous*

The following board members concurred with the actions as listed below with the noted exceptions:

Ellen Blevins, Tolya Ellis, Esther Fatsy, Leslie Fields, Donna Hedgepath, Ann Morgan, Laura Schneider, Sandy Sinclair-Curry, Anthony Strong, Sara Thompson, David Whaley, and Kimberly Young.

Attorneys present were Cassie Trueblood, Erik Carlsen-Landy, Chelsea Young, Shuo Han, Eric Ray, and Ryan Halloran.

Initial Case Review

<u>Case Number</u>	<u>Decision</u>	
1508613	Admonish	
1509691	Admonish	
1509685	Admonish	
1509695	Admonish	(Ms. Young recused)
1509667	Dismissed	
1506429	Admonish	
1507485	Admonish	
1508615	Admonish	
1508611	Hear	
1509705	Defer for training	(Ms. Schneider dissented)
1509687	Defer for training	
1509701	Admonish	
1508623	Admonish	
1507481	Hear	(Ms. Fatsy recused)
1508621	Hear	
1507491	Defer for training	
1508605	Hear	
1509703	Hear	
1509707	Hear	
1508629	Hear	
1508595	Dismissed	
1506403	Dismissed	
1508631	Dismissed	
1508589	Hear	

1508617	Hear	
1508591	Defer	
1508603	Admonish	(Ms. Schneider dissented)
1508601	Admonish	
1508619	Hear	
1508609	Hear	
1508633	Dismissed	
1506379	Admonish	
1508581	Defer for training	
1509699	Hear	
1506393	Hear	
1508585	Hear	
1508607	Hear	
1508593	Hear	
1508583	Hear	
1508587	Hear	
1506391	Hear	
1506419	Hear	
1509671	Defer for training	
1507509	Admonish	
1509669	Defer for training	
1509765	Admonish	
1509673	Admonish	
1509683	Admonish	
1507523	Admonish	
1509677	Defer for training	
1306449	Dismissed	
1306405	Dismissed	

Character/Fitness Review

<u>Case Number</u>	<u>Decision</u>
151344	Approve
15993	Approve
151367	Approve
151359	Approve
151350	Approve
151312	Approve
151354	Approve
151364	Approve
151376	Approve
151323	Approve
151385	Approve
151377	Approve
151375	Approve
151378	Approve
151405	Approve
15918	Approve

151421	Approve
151408	Approve
151442	Approve
151432	Approve
151438	Deny
151451	Approve
151340	Deny
151338	Deny
151270	Approve
151305	Approve
151352	Approve
151348	Approve
151342	Approve
151336	Approve
151371	Deny
151403	Deny
151418	Deny
151417	Approve
151104	Approve
151303	Approve
151288	Deny
151341	Deny
151360	Approve
151379	Deny
151399	Deny
151414	Deny
151419	Approve
151415	Deny
151448	Approve
151434	Approve
151423	Approve
151433	Deny
151334	Approve
151189	Deny
151353	Approve
151362	Approve
151368	Deny
151380	Approve
151416	Approve
151450	Approve
151459	Approve
151454	Approve
151453	Approve
151302	Approve
151460	Deny
151402	Approve
151422	Approve
151244	Approve
15873	Deny
151320	Deny
151401	Deny

Agreed Orders

Case Number

1407486 (Rhonda Branch)

Decision

Accept Agreed Order admonishing Respondent for violating the Administration Code for Kentucky's Educational Assessment Program. The Board reminds Respondent that she has a duty to follow all administrative procedures related to student testing for the well-being of the students and for the integrity of the testing process. The Board will tolerate no further acts of misconduct by Respondent.

Additionally, Respondent shall complete the following conditions:

Respondent shall submit written proof to the Board that she has received six (6) hours of training on the Administration Code for Kentucky's Education Assessment Program by April 1, 2016. Any expense required for said training shall be paid by Respondent; and

Respondent shall submit written proof to the Board that she has received six (6) hours of training on the Professional Code of Ethics for Kentucky Certified School Personnel by April 1, 2016. Any expense required for said training shall be paid by Respondent.

Should Respondent fail to satisfy any of the above conditions, certificate number 199903946 shall be suspended and will remain so until the conditions are met.

Vote: *Unanimous*

1309687 (Scott Quisenberry)

Accept Agreed Order stating that Respondent voluntarily, knowingly, and intelligently surrenders his teaching certificate, number 200200253, and agrees to not apply for, nor be issued, a teaching or administrative certificate in the Commonwealth of Kentucky at any time in the future. Upon the acceptance of this agreement by the Board, Respondent shall immediately surrender the original and all copies of his certificate, by personal delivery or first class mail, to the Education Professional Standards Board, 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.

Vote: *Unanimous*

1305359 (Demetria Choice)

Accept Agreed Order retroactively suspending Respondent's Certificate Number 200124841 from July 1, 2013 through July 15, 2013, a period of fifteen (15) days. Upon acceptance of this agreement by the Board, Respondent shall immediately surrender the original and all copies of her certificate to the EPSB by delivering or mailing to 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.

Respondent is hereby admonished for failing to follow the administrative procedures related to student testing. Strict compliance with the Administration Code for Kentucky's Educational Assessment Program ensures the well-being of the students and the integrity of the testing process are maintained. The Board will not tolerate any further violations of testing procedures by Respondent.

Respondent is currently retired. Prior to accepting a position that requires Kentucky Certification, Respondent shall provide the Board with written proof that she has successfully completed the following:

1. Three (3) hours of Administration Code training, as approved by the Board. Any expense incurred for said training shall be paid by Respondent.
2. Twelve (12) hours of professional development or training, as approved by the Board, on the Professional Code of Ethics for Kentucky Certified School Personnel. Any expense incurred for said training shall be paid by Respondent.

If Respondent fails to satisfy either condition, Certificate Number 200124841, shall be automatically suspended until Respondent completes the required training and provides the appropriate written proof to the Board.

This agreement is expressly conditioned upon Respondent agreeing to testify truthfully in any hearing involving Kevin King, Charles Delaney, Megan Kem, or Carolyn Lewis at the Board's request. Should Respondent refuse to do so at any point in the future, the Board may void this Order, reopen this case, and seek additional sanctions against Certificate Number 200124841.

Vote: *Unanimous*

1406368 (Steven Page)

Accept Agreed Order admonishing Respondent for conduct unbecoming a teacher. The Board reminds Respondent that, as a teacher, he has a duty to uphold the dignity and integrity of the teaching profession. A teacher must be truthful in all their dealings and may not deceive others, as it sets a bad example for their students. Further, educators must respect and follow the instructions of the school administration. The Board will not tolerate any further incidents of misconduct by Respondent.

By February 29, 2016, Respondent shall provide written proof to the Board that he has successfully completed twelve (12) hours of training on the Professional Code of Ethics for Kentucky Certified School Personnel, as approved by the Board. Any expense incurred for said training shall be paid by Respondent. If Respondent fails to satisfy this condition, Certificate Number 200004003 shall be suspended until Respondent provides the appropriate written proof to the Board.

By February 29, 2016, Respondent shall provide written proof to the Board that he has successfully completed twelve (12) hours of training on Redbook, as approved by the Board. Any expense incurred for said training shall be paid by Respondent. If Respondent fails to satisfy this condition, Certificate Number 200004003 shall be suspended until Respondent provides the appropriate written proof to the Board.

Respondent is aware that should he violate KRS 161.120 the Board shall initiate new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1405276 (Dixie Cortez)

Accept Agreed Order stating that Respondent voluntarily, knowingly, and intelligently surrenders her Certificate Number 200179101, and agrees to not apply for, nor be issued, a teaching or administrative certificate in the Commonwealth of Kentucky at any time in the future. Upon the acceptance of this agreement by the Board, Respondent shall immediately surrender the original and all copies of her certificate, by personal delivery or first class mail, to the Education Professional Standards Board, 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.

Vote: *Unanimous*

140295 (Nancy Swift)

Accept Agreed Order admonishing Respondent for failing to take reasonable measures to protect the health, safety, and emotional well-being of her students. A teacher must remain calm when dealing with students and may not place their hands on students outside the limits of their restraint training. The Board will not tolerate any further instances of misconduct.

Additionally, upon acceptance of this agreement by the Board, Certificate Number 200101337 shall be on probation for a period of five (5) years and subject to the following probationary conditions:

1. By October 31, 2015, Respondent shall provide written proof to the Board that she has been assessed by a state certified mental health counselor, as approved by the Board, and is competent to fulfill her duties as an educator. After the initial assessment, Respondent shall continue to submit semiannual written progress reports, by January 1st and July 1st of each year, from her treatment provider stating that she is maintaining the counseling relationship and following all treatment recommendations until such time as the counselor releases her from treatment. Any expense incurred for the assessment or follow-up treatment shall be paid by Respondent. If Respondent fails to satisfy this condition, Certificate Number 200101337 shall be automatically suspended until Respondent provides the appropriate written proof to the Board.
2. By December 31, 2015, Respondent shall submit written proof to the Board that she has completed six (6) hours of anger management training, as approved by the Board. Any expense required for said training shall be paid by Respondent. If Respondent fails to satisfy this condition, Certificate Number 200101337 shall be automatically suspended until Respondent completes the required training and provides the appropriate written proof to the Board.
3. During the probationary period, Respondent shall not receive any disciplinary action from any school district in which she is employed. "Disciplinary action" is defined as any suspension, termination, or public

reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either the tribunal and/or arbitration process. If Respondent fails to satisfy this condition, Certificate Number 200101337 shall be automatically suspended for a period of thirty (30) days and subject to additional sanctions by the Board pursuant to KRS 161.120.

Vote: *Unanimous*

1506321 (Bobbie Nyekan)

Accept Agreed Order admonishing Respondent for conduct unbecoming a teacher. The Board reminds Respondent that, as a teacher, she has a duty to uphold the dignity and integrity of the teaching profession. Driving under the influence of alcohol is dangerous, and this type of behavior sets a poor example for students. The Board will not tolerate any further incidents of misconduct by Respondent.

By November 30, 2015, Respondent shall provide written proof to the Board that she has completed a comprehensive alcohol/substance abuse assessment by a Kentucky licensed or certified chemical dependency counselor, as approved by the Board. Respondent shall also submit written proof to the Board that she has successfully completed any and all treatment recommendations proposed by the counselor and is competent to fulfill his duties as a certified educator. Any expense for the assessment, treatment, and/or written reports shall be paid by Respondent. If Respondent fails to satisfy this condition, Certificate Number 201104158 shall be suspended until Respondent provides the appropriate written proof to the Board.

Respondent is aware that should he violate KRS 161.120 the Board shall initiate new disciplinary action and seek additional sanctions.

Vote: *Unanimous (Ms. Blevins recused)*

1504167 (James Hodge)

Accept Agreed Order retroactively suspending Respondent's certificate from April 9, 2015 through October 9, 2015, a period of six (6) months. Respondent shall immediately surrender the original and all copies of his certificate, by personal delivery or first class mail, to the Education Professional Standards Board, 100 Airport Road, 3rd Floor, Frankfort, KY 40601.

1. By February 1, 2016, Respondent shall provide written proof to the Board from a Kentucky licensed or certified psychiatrist or mental health professional that he has complied with a comprehensive evaluation and is fit to return to the classroom, presents as capable of performing his duties as an educator, is not a danger to himself or others, and is compliant with all treatment recommendations. If the evaluating psychiatrist or mental health professional recommends ongoing treatment, Respondent shall provide the Board with written quarterly reports, beginning three (3) months after reinstatement, that he is compliant with all treatment recommendations and is not a danger to himself or others. Respondent shall pay any expense incurred. If Respondent fails to satisfy this condition by February 1, 2016, Certificate Number 200149953 shall be automatically suspended until such condition is satisfied.
2. By December 1, 2016, Respondent shall provide written proof to the Board that he has completed the Kentucky Department of Education's trainings entitled: Promoting Positive Behavior in Schools I, II & III. Hodge shall pay any expense incurred. If Respondent fails to satisfy this condition by December 1, 2016, Certificate Number 200149953 shall be automatically suspended until such condition is satisfied.

Furthermore, Certificate Number 200149953, and any future endorsements or new areas of certification shall be subject to the following probationary condition:

1. Respondent shall not receive any disciplinary action involving inappropriate physical contact with a student and/or improper safe crisis management technique from any school district in which he is employed. If Respondent fails to satisfy this condition, Certificate Number 200149953 shall be automatically suspended for a period of one (1) year, and subject to additional sanctions by the Board pursuant to KRS 161.120.
"Disciplinary action" is defined as any termination, suspension or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either a tribunal and/or arbitration process, including any appeal therefrom.

If the tribunal amends the disciplinary action or if Respondent agrees to amend the disciplinary action through arbitration, the new disciplinary action if a suspension, termination, or public reprimand shall be considered a violation of this condition.

Respondent is aware that should he violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1408593 (Steven Jones)

Accept Agreed Order suspending Respondent's certificate. Reinstatement of Certificate Number 200223732 shall be conditioned upon the following:

1. Respondent shall provide written proof to the Board from a Kentucky licensed/certified psychiatrist or mental health professional, that he has complied with a comprehensive evaluation and is fit to return to the classroom, presents as capable of performing his duties as a teacher, is not a danger to himself or others, and is compliant with all treatment recommendations. All treatment providers shall be approved by the Board and the financial cost of any treatment and/or reports shall be paid by Respondent.
2. At the Board's request, Respondent shall sign a release of information with the evaluating psychiatrist or mental health professional and subsequent treatment providers allowing the Board to review his evaluation and treatment records.

Upon providing proof that he has satisfied these conditions, Certificate Number 200223732 shall be reinstated. However, any and all certificates issued to Respondent shall be subject to the following probationary conditions:

1. If the evaluating psychiatrist or mental health professional recommends ongoing treatment, Respondent shall present the Board with written quarterly reports, beginning three (3) months after reinstatement, that he is compliant with all treatment recommendations and is not a danger to himself or others. All treatment providers shall be approved by

the Board and the financial cost of any treatment and/or reports shall be paid by Respondent.

2. At the Board's request, Respondent shall sign a release of information with any treatment providers allowing the Board to review his evaluation and treatment records.

3. Respondent shall not receive any disciplinary action involving inappropriate teacher/student boundaries from any school district in which he is employed.

"Disciplinary action" is defined as any termination, suspension or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either a tribunal and/or arbitration process, including any appeal therefrom. If the tribunal amends the disciplinary action or if Respondent agrees to amend the disciplinary action through arbitration, the new disciplinary action if a suspension, termination, or public reprimand shall be considered a violation of this condition.

Should Respondent fail to satisfy any of these conditions, Certificate Number 200223732 shall be automatically suspended for one (1) year and subject to additional sanctions by the Board pursuant to KRS 161.120. Respondent is aware that should he violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1507507 (Lonnie Burgett)

Accept Agreed Order stating that Respondent is currently retired with no plans to return to the education profession.

1. Respondent has provided written proof to the Board that he has reimbursed the school district for food purchases made without proof of an overnight stay in the amount of \$4, 918.84.
2. Respondent has provided written proof to the Board that he has reimbursed the school district for the purchase of a gift for a retiring board member in the amount of \$195.00, and for the expenditure of \$600.00 paid to Advanced.Org.

3. Respondent has provided written proof to the Board that he has reimbursed the school district for food purchases which exceeded the \$30.00 average daily reimbursement allowed pursuant to Board policies in the amount of \$5,145.06.
4. Respondent has provided written proof to the Board that he has reimbursed the school district for reimbursements improperly received by him during the 2011-2013 school years in the amounts of \$25.25, \$11.50, and \$899.42.
5. Respondent has provided written proof to the Board that he and the Mayfield Board of Education have developed a policy for the use of district credit cards.
6. Respondent has provided written proof to the Board that he and the Mayfield Board of Education have reviewed and revised the district reimbursement policies to ensure compliance with KRS 160.290.
7. Respondent has provided written proof to the Board that he has completed three hours of training from a KDE approved trainer on the subject of "Superintendent and Board Member Responsibility for Fiscal Management of the District."

Respondent is aware that should he violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1504181 (Zachary Sims)

Accept Agreed Order suspending Respondent's certificate for a period of forty-five (45) days from the date upon which the Board approves this agreement. Respondent shall neither apply for nor be issued a teaching certificate in the Commonwealth of Kentucky during the suspension period. Upon acceptance of this agreement by the Board, Respondent shall immediately surrender the original and all copies of her certificate to the EPSB by delivering or mailing to 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.

Upon the Board's acceptance of this Agree Order, Respondent's teaching certificate, number 201137365 and

any future endorsements or new areas of certification, shall be hereby subject to the following probationary conditions for a period of two (2) years:

1. Respondent shall undergo a comprehensive substance abuse assessment by a Kentucky licensed and/or certified chemical dependency counselor, as approved by the Board, by December 15, 2015. Respondent shall also submit written proof to the Board that he has complied with the assessment process and has successfully completed any and all treatment recommendations. If Respondent is not able to complete all treatment recommendations by the end of the probationary period, he shall submit written progress reports from his chemical dependency counselor on January 1st and July 1st until such time as the counselor releases him from treatment. Each progress report shall certify that Respondent is continuing to comply with any and all treatment recommendations, and that he remains fit and competent to fulfill his duties as an educator. Any expense for the assessment, treatment, and/or written reports shall be paid by Respondent.
2. Respondent shall submit written proof to the Board that he has completed twelve (12) hours of training on the Professional Code of Ethics for Kentucky Certified School Personnel by April 1, 2016. Any expense for said training shall be paid by Respondent.
3. In accordance with KRS 161.175, Respondent shall submit to random drug testing during the probationary period, to be administered by a provider approved by the Board, and shall receive no drug test positive for illegal substances or in excess of therapeutic levels generally acceptable in the medical community. Any expense required for the drug testing shall be paid by Respondent; and
4. Respondent shall not be convicted of any crime involving the use and/or possession of any controlled substance during the probationary period. Respondent shall submit a copy of his current criminal record, as prepared by the Kentucky State Police, by July 1st of each year of the probationary period. Any expense

required to satisfy this condition shall be paid by Respondent.

Should Respondent fail to satisfy any of the above conditions, certificate number 201137365 shall be automatically suspended for a period of one (1) year and subject to additional sanctions by the Board pursuant to KRS 161.120.

Vote: *Unanimous*

1411801 (Joseph Borders)

Accept Agreed Order suspending Respondent's certificate for a period of two (2) years from the date upon which the Board approves this agreement. Respondent shall neither apply for, nor be issued, a teaching certificate in the Commonwealth of Kentucky during the suspension period. Upon acceptance of this agreement by the Board, Respondent shall immediately surrender the original certificate and all copies of his certificate to the EPSB, by delivering or mailing them to 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.

In addition to any educational and/or testing requirements, reinstatement of Respondent's certificate after the two (2) year suspension period is expressly conditioned upon Respondent providing written evidence that he has complied with the following:

1. Respondent must provide written proof that he has completed twelve (12) hours of training on the Professional Code of Ethics for Kentucky Certified School Personnel. Any expense incurred for said training shall be paid by Respondent; and
2. Respondent must provide written proof that he has completed twelve (12) hours of professional development/training in the areas of classroom management and proper discipline techniques; and
3. Respondent shall undergo an anger management assessment by a Kentucky licensed and/or certified mental health counselor, as approved by the Board. Respondent shall also submit written proof to the Board that he has complied with the assessment process and has successfully completed any and all treatment recommendations, if any, by the end of the suspension period. If Respondent is not able to complete all treatment recommendations by the end

of the suspension period, he shall submit written progress reports from his mental health counselor on January 1st and July 1st until such time as the counselor releases Respondent from treatment. Each progress report shall certify that Borders is continuing to comply with any and all treatment recommendations, and that he remains fit and competent to fulfill her duties as an educator. Any expense for the assessment, treatment, and/or written reports shall be paid by Respondent.

If Respondent fails to satisfy these conditions, certificate number 200113110 shall not be reinstated and shall remain suspended until Respondent completes the requirements and provides the appropriate written proof to the Board.

Upon reinstatement of Certificate Number 200113110, Respondent shall be on three (3) year probation. Respondent shall receive no disciplinary action during the probationary period. "Disciplinary action" is defined as any suspension, termination, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either a tribunal and/or arbitration process.

By entering into this Agreed Order, Respondent agrees that should he fail to satisfy the terms of the probation, Certificate Number 200113110 shall be automatically suspended for an additional period of one (1) year.

Respondent is aware that should he violate KRS 161.120, either during or following this probation, the Board shall initiate new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1507517 (Matthew Stanfield)

Accept Agreed Order admonishing Respondent for violation of state school law, specifically KRS 158.060. The Board reminds Respondent of his ethical duty to accord just and equitable treatment to all members of the profession in the exercise of their professional rights and responsibilities. The Board will not tolerate any further incidents of misconduct by Respondent.

1. Respondent has provided written proof to the Board that he has completed training on the "Role of the Principal in SBDM Schools" as mandated by OEA.

Respondent is aware that should he violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1210612 (Johnathan Rogers)

Accept Agreed Order suspending Respondent's certificate for a period beginning July 1, 2015 through June 30, 2016. Respondent shall neither apply for, nor be issued, a teaching certificate in the Commonwealth of Kentucky during the suspension period. Upon acceptance of this agreement by the Board, Respondent shall immediately surrender the original certificate and all copies of his certificate to the EPSB, by delivering or mailing them to 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.

In addition to any generally applicable educational and/or testing requirements, reinstatement of Respondent's certificate after the suspension period is expressly conditioned upon Respondent providing written evidence that he has complied with the following:

1. Respondent is on disability retirement. Respondent shall provide written proof to the Board that he has been evaluated by a Kentucky licensed or certified physician and has been approved for duty through the Kentucky Teachers' Retirement System. Any expense incurred for said evaluation, treatment, and/or reports shall be paid by Respondent
2. Respondent must provide written proof that he has completed twelve (12) hours of training on the Professional Code of Ethics for Kentucky Certified School Personnel with a focus on student/teacher boundaries, as approved by the Board. Any expense incurred for said training shall be paid by Respondent.
3. Respondent shall provide written proof to the Board that he has completed twelve (12) hours of training on sexual harassment awareness in the workplace, as approved by the Board. Any expense required for said training shall be paid by Respondent.
4. Respondent shall provide written proof to the Board that he has completed six (6) hours of sensitivity

training related to LGBTQ individuals, as approved by the Board. Any expense required for said training shall be paid by Respondent.

If Respondent fails to satisfy these conditions, certificate number 200003869 shall not be reinstated and shall remain suspended until Respondent completes the requirements and provides the appropriate written proof to the Board.

Upon reinstatement of Certificate Number 200003869, Respondent shall be on one (1) year probation. Respondent shall receive no disciplinary action during the probationary period. "Disciplinary action" is defined as any suspension, termination, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either a tribunal and/or arbitration process.

By entering into this Agreed Order, Respondent agrees that should he fail to satisfy the terms of the probation, Certificate Number 200003869 shall be automatically suspended for an additional period of one (1) year.

Respondent is aware that should he violate KRS 161.120, either during or following this probation, the Board shall initiate new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1505280 (Dennis Wooten)

Accept Agreed Order admonishing Respondent for failing to exemplify behaviors which maintain the dignity and integrity of the profession. The Board reminds Respondent that his ethical duties extend beyond the school day. The Board will not tolerate any further incidents of misconduct by Respondent.

By February 1, 2016, Respondent shall provide the Board with a valid prescription for the medication he was taking in April 2015, when he was admitted to the hospital for accidental overdose. Respondent shall pay any expense incurred. If Respondent fails to satisfy this condition by February 1, 2016, Certificate Number 200218936 shall be automatically suspended until such condition is satisfied.

1. By February 1, 2016, Respondent shall provide written proof to the Board that he received medical clearance to

return to work in April 2015. Respondent shall pay any expense incurred. If Respondent fails to satisfy this condition by February 1, 2016, Certificate Number 200218936 shall be automatically suspended until such condition is satisfied.

2. By February 1, 2016, Respondent shall provide written proof to the Board that he has complied with a comprehensive alcohol/substance abuse assessment by a Kentucky licensed or certified chemical dependency counselor, as approved by the Board, and is compliant with all treatment recommendations. Respondent shall pay any expense incurred. If Respondent fails to satisfy this condition by February 1, 2016, Certificate Number 200218936 shall be automatically suspended until such condition is satisfied.

Upon acceptance of this agreement by the Board, Certificate Number 200218936 shall be subject to the following probationary conditions for a period of three (3) years:

1. Respondent shall receive no disciplinary action involving use of alcohol or any illegal substance by any school district in which he is employed. If Respondent fails to satisfy this condition, Certificate Number 200218936 shall be automatically suspended for a period of forty-five (45) days, and subject to additional sanctions by the Board pursuant to KRS 161.120.

“Disciplinary action” is defined as any termination, suspension, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either a tribunal and/or arbitration process including any appeal therefrom. If the tribunal amends the disciplinary action or if Respondent agrees to amend the disciplinary action through arbitration, the new disciplinary action if a termination, suspension or public reprimand shall be considered a violation of this condition.

Respondent is aware that should he violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

C150245 (Melissa Edens)

Accept Agreed Order Suspending Respondent's certificate for a period of one (1) year to be served January 17, 2015 through January 17, 2016. Upon acceptance of this agreement by the Board, Respondent shall immediately surrender the original certificate and all copies of her certificate to the EPSB, by delivering or mailing them to 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.

Respondent is admonished by the Board for failing to take reasonable measures to protect the health, safety, and emotional well-being of her students. An educator may not be intoxicated while in the classroom. Being under the influence of alcohol, while being responsible for students, places the students in danger. The Board will not tolerate any further instances of misconduct.

Upon reinstatement, after the one (1) year suspension period, certificate number 200003488 shall be subject to the following probationary conditions for a period of three (3) years:

1. By February 1, 2016, Respondent shall provide written proof to the Board that she has completed a comprehensive alcohol/substance abuse assessment by a Kentucky licensed or certified chemical dependency counselor, as approved by the Board. Respondent shall also submit written proof to the Board that she has successfully completed any and all treatment recommendations proposed by the counselor and is competent to fulfill his duties as a certified educator. Any expense for the assessment, treatment, and/or written reports shall be paid by Respondent. If Respondent fails to satisfy this condition, Certificate Number 200003488 shall be suspended until Respondent provides the appropriate written proof to the Board.
2. By March 1st of each year of the probationary period, Respondent shall submit documentation from her current treatment provider or Alcoholics Anonymous sponsor that she is maintaining sobriety and is still seeking support and continued assistance in maintaining her sobriety. If Respondent fails to satisfy this condition, Certificate Number 200003488 shall be

automatically suspended until Respondent provides the appropriate written proof to the Board.

3. For the entirety of the probationary period, Respondent shall not receive any disciplinary action from any school district in which she is employed. "Disciplinary action" is defined as any public reprimand, suspension, or termination issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either the tribunal and/or arbitration process. If Respondent fails to satisfy this condition, Certificate Number 200003488 shall be automatically suspended for a period of six (6) months and subject to additional sanctions by the Board pursuant to KRS 161.120.
4. During the probationary period, Respondent shall not be convicted of nor enter a guilty or no contest plea to any criminal charge(s) involving the use and/or possession of any controlled substance or alcohol. If Respondent is convicted of, or enters a guilty or no contest plea, to any criminal charge involving the use and/or possession of any controlled substance or alcohol, she shall submit this information to the Board, in writing, within thirty (30) days. Failure to comply with this condition will result in Certificate Number 200003488 being automatically suspended pending Board review and disposition.
5. Respondent shall submit a copy of her current criminal record, as prepared by the Administrative Office of the Courts by January 1st of each year of the probationary period. Any expense required to satisfy this condition shall be paid by Respondent. If Respondent fails to satisfy this condition, Certificate Number 200003488 shall be automatically suspended until Respondent provides the appropriate written proof to the Board.

Respondent is aware that should she violate any provision of KRS 161.120 at any time in the future, the Board shall initiate disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1507513 (Larry Sparks)

Accept Agreed Order admonishing Respondent for exercising poor professional judgment and for impeding the proper implementation of KRS 160.345. The Board

reminds Respondent that as an administrator, it is his responsibility to ensure that the proper procedures are being followed in his school at all times. The Board will not tolerate any further incidents of misconduct by Respondent.

1. By February 1, 2016, Respondent shall provide written proof to the Board that he has completed the three (3) hours of training from an EPSB approved trainer on the subject of "Certification Requirements for Kentucky Schools" as mandated by OEA. If Respondent fails to satisfy this condition by February 1, 2016, Certificate Number 000028219 shall be administratively suspended until such condition is satisfied.
2. By February 1, 2016, Respondent shall provide written proof to the Board that he has completed the three (3) hours of training from a KDE approved provider on the subject of "The Role of the Principal & SBDM Council in Hiring School Personnel" as mandated by OEA. If Respondent fails to satisfy this condition by February 1, 2016, Certificate Number 000028219 shall be administratively suspended until such condition is satisfied.

Furthermore, Certificate Number 000028219, shall be subject to the following probationary condition for a period of five (5) years:

1. Respondent shall not receive any disciplinary action for violation of school law from any school district in which he is employed. If Respondent fails to satisfy this condition, Certificate Number 000028219 shall be automatically suspended for a period of thirty (30) days and subject to additional sanctions by the Board pursuant to KRS 161.120.

"Disciplinary action" is defined as any termination, suspension, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either a tribunal and/or arbitration process, including any appeal therefrom. If the tribunal amends the disciplinary action or if Respondent agrees to amend the disciplinary action through arbitration, the new disciplinary action if a termination, suspension, or public reprimand shall be considered a violation of this condition.

Respondent is aware that should he violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

CF151201 (Richard Haws)

Upon acceptance of this agreement by the Board, Respondent shall be issued a Kentucky teaching certificate upon providing proof that he has met the academic and testing requirements necessary for issuance of a certificate, and has completed the following:

1. Respondent shall submit written proof from a licensed/certified psychiatrist or mental health professional, as approved by the Board, that he has complied with a comprehensive evaluation, is competent to fulfill his duties as an educator, is not a danger to himself or others, and is compliant with all treatment recommendations. Respondent shall pay any expense incurred.
2. Respondent shall submit written proof to the Board that he has completed twelve (12) hours of professional development or training on the Professional Code of Ethics for Kentucky Certified School Personnel, as approved by the Board. Respondent shall pay any expense incurred.

Furthermore, any and all certificates issued to Respondent shall be subject to the following permanent probationary conditions:

1. If the evaluating psychiatrist/mental health professional recommends ongoing treatment, Respondent shall provide to the Board quarterly written progress reports from his psychiatrist or mental health professional until he is released from treatment. If Respondent fails to satisfy this condition, any and all certificates issued to him shall be administratively suspended until such condition is satisfied.
2. With any application for renewal of a certificate and/or with any application for an additional certificate, Respondent shall submit a state and federal criminal background report to the Board. Respondent shall pay

any expense incurred. If Respondent fails to satisfy this condition, renewal of his certificate and/or issuance of the additional certificate shall be denied.

3. If Respondent is convicted of, or enters a guilty or no contest plea, to any criminal charge(s) other than minor traffic violations, he shall submit this information to the Board, in writing, within thirty (30) days. If Respondent fails to satisfy this condition, any and all certificates issued to him shall be administratively suspended pending Board review and disposition. A violation is not considered a minor traffic violation if it is a violation for which jail time may be imposed.
4. Respondent shall have no disciplinary action for violation of the Professional Code of Ethics for Kentucky Certified School Personnel from any school district in which he is employed. If Respondent fails to satisfy this condition, any and all certificates issued to him shall be automatically suspended for a period of one (1) year and subject to additional sanctions by the Board pursuant to KRS 161.120.

“Disciplinary action” is defined as any termination, suspension, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either a tribunal and/or arbitration process, including any appeal therefrom. If the tribunal amends the disciplinary action or if Respondent agrees to amend the disciplinary action through arbitration, the new disciplinary action if a termination, suspension, or public reprimand shall be considered a violation of this condition.

Respondent is aware that should he violate any provision of KRS 161.120 in the future, the Board shall initiate a disciplinary action and seek additional sanctions.

Vote: *Unanimous (Ms. McMillen and Dr. Whaley recused)*

150243 (Jennifer Mamoth)

Accept Agreed Order suspending Respondent’s certificate for a period of ninety (90) days from the date upon which the Board approves this agreement. Respondent shall neither apply for nor be issued a teaching certificate in the Commonwealth of Kentucky during the suspension period. Upon acceptance of this agreement by the Board,

Respondent shall immediately surrender the original and all copies of her certificate to the EPSB by delivering or mailing to 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.

Upon the Board's acceptance of this Agree Order, Respondent's teaching certificate, number 199903363, and any future endorsements or new areas of certification, shall be on probation for a period of two (2) years and subject to the following probationary conditions:

1. Respondent shall undergo a comprehensive substance abuse assessment by a Kentucky licensed and/or certified chemical dependency counselor, as approved by the Board, by April 1, 2016. Respondent shall also submit written proof to the Board that she has complied with the assessment process and has successfully completed any and all treatment recommendations, if any, by the end of the probationary period. If Respondent is not able to complete all treatment recommendations by the end of the probationary period, she shall submit written progress reports from her chemical dependency counselor on January 1st and July 1st until such time as the counselor releases her from treatment. Each progress report shall certify that Respondent is continuing to comply with any and all treatment recommendations, and that she remains fit and competent to fulfill his duties as an educator. Any expense for the assessment, treatment, and/or written reports shall be paid by Respondent.
2. Respondent shall submit written proof to the Board that she has completed twelve (12) hours of training on the Professional Code of Ethics for Kentucky Certified School Personnel by April 1, 2016. Any expense for said training shall be paid by Respondent.
3. In accordance with KRS 161.175, Respondent shall submit to random drug testing during the probationary period, to be administered by a provider approved by the Board, and shall receive no drug test positive for illegal substances or in excess of therapeutic levels generally acceptable in the medical community. Any expense required for the drug testing shall be paid by Respondent; and

4. Respondent shall receive no disciplinary action involving use of alcohol or any illegal substance by any school district in which she is employed. If Respondent fails to satisfy this condition, Certificate Number 200218936 shall be automatically suspended for a period of forty-five (45) days, and subject to additional sanctions by the Board pursuant to KRS 161.120.

“Disciplinary action” is defined as any termination, suspension, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either a tribunal and/or arbitration process including any appeal therefrom. If the tribunal amends the disciplinary action or if Respondent agrees to amend the disciplinary action through arbitration, the new disciplinary action if a termination, suspension or public reprimand shall be considered a violation of this condition.

Should Respondent fail to satisfy any of the above conditions, certificate number 199903363 shall be automatically suspended for a period of one (1) year and subject to additional sanctions by the Board pursuant to KRS 161.120.

Vote: *Unanimous*

1503114 (Heather Perdue)

Accept Agreed Order suspending Respondent’s certificate for a period of sixty (60) days from the date upon which the Board approves this agreement. Respondent shall neither apply for nor be issued a teaching certificate in the Commonwealth of Kentucky during the suspension period. Upon acceptance of this agreement by the Board, Respondent shall immediately surrender the original and all copies of her certificate to the EPSB by delivering or mailing to 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.

Upon reinstatement, Certificate Number 200204676, including any and all endorsements, is hereby subject to the following probationary conditions for a period of two (2) years:

1. On or before January 1, 2016, Respondent shall submit written proof to the Board that she has successfully completed twelve (12) hours of professional

development or training, as approved by the Board, on the Professional Code of Ethics for Kentucky Certified School Personnel. Any expense incurred for said training shall be paid by Respondent. If Respondent fails to satisfy this condition, Certificate Number 200204676, and any future endorsements or new areas of certification, shall be automatically suspended until Respondent completes the required training and provides the appropriate written proof to the Board.

2. On or before October 1, 2016, Respondent shall submit written proof to the Board that she has successfully completed a course on Medicaid billing as it pertains to services provided to special needs students. Any expense incurred for said training shall be paid by Respondent. If Respondent fails to satisfy this condition, Certificate Number 200204676, and any future endorsements or new areas of certification, shall be automatically suspended until Respondent completes the required training and provides the appropriate written proof to the Board.
3. For the entirety of the probationary period, Respondent shall receive no disciplinary action. "Disciplinary action" is defined as any public reprimand, suspension, or termination issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either a tribunal and/or arbitration process. If Respondent fails to comply with the requirements of this paragraph, Certificate Number 200204676, and any future endorsements or new areas of certification, shall be automatically suspended for a period of thirty (30) days.

Respondent is aware that should she violate KRS 161.120, either during or following this two (2) year period of probationary conditions, the Board shall initiate new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1503427 (Alisia McClain)

Accept Agreed Order admonishing Respondent for exercising poor professional judgment. As an educator in the Commonwealth of Kentucky, Respondent has a duty to take reasonable measures to protect the health, safety, and emotional well-being of students. Respondent should

always err on the side of caution when the safety of students could be in jeopardy. The Board reminds Respondent to immediately report any safety concerns to an administrator so that appropriate precautions can be put in place, and not to assume that others have already reported the safety concerns. The Board will not tolerate any further incidents of misconduct from Respondent.

1. By December 1, 2016, Respondent shall provide written proof to the Board that she has completed twelve (12) hours of professional development or training in the areas of educator ethics and diversity, as approved by the Board. Respondent shall pay any expense incurred. If Respondent fails to satisfy this condition by December 1, 2016, Certificate Number 201162248 shall be administratively suspended until such condition is satisfied.

Additionally, Certificate Number 201162248 shall be subject to the following probationary condition until June 14, 2017, a period of eighteen (18) months:

1. Respondent shall not receive any disciplinary action for failing to report safety concerns from any school district in which she is employed. If Respondent fails to satisfy this condition, Certificate Number 201162248 shall be automatically suspended for a period of thirty (30) days and subject to additional sanctions by the Board pursuant to KRS 161.120.

“Disciplinary action” is defined as any termination, suspension, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either a tribunal and/or arbitration process including any appeal therefrom. If the tribunal amends the disciplinary action or if Respondent agrees to amend the disciplinary action through arbitration, the new disciplinary action if a termination, suspension or public reprimand shall be considered a violation of this condition.

Respondent is aware that should she violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1406364 (Lynn Henry)

Accept Agreed Order stating that Respondent is currently on KTRS Disability Retirement. Prior to her return to a position that requires Kentucky certification, Respondent shall provide the following to the Board:

1. Written evidence from a Kentucky licensed and/or certified physician, approved by the Board, that she is fit to return to the classroom.
2. Written evidence from a Kentucky certified mental health counselor, approved by the Board, that she is fit to return to the classroom.

Any expense involved in meeting these requirements shall be paid by Respondent. If Respondent fails to satisfy these conditions, Certificate Number 000007004 shall be automatically suspended until all conditions are met.

Vote: *Unanimous*

0904193 (Michael McKinney)

Accept Agreed Order stating that Respondent shall neither apply for nor be issued any teaching, administrative or emergency certificate in the Commonwealth of Kentucky at any time in the future. Any future application submitted by McKinney, or on his behalf, shall be denied.

Vote: *Unanimous*

1507521 (Thomas Richey)

Accept Agreed Order stating that Respondent is currently retired with no immediate plans to return. However, if Respondent returns to the Kentucky public school system in any capacity that requires certification, he shall first submit written proof to the Board that he has completed professional development or training on "The Requirements of KRS 160.380 Relating to What Constitutes a Vacancy," as approved by the Board.

Respondent is aware that should he violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1305343 (Kelly Maye)

Accept Agreed Order stating that Respondent voluntarily, knowingly, and intelligently surrenders her Certificate Number 201111681, and agrees to not apply for, not be issued, a teaching or administrative certificate in the Commonwealth of Kentucky at any time in the future. Upon the acceptance of this agreement by the Board, Respondent shall immediately surrender the original and all copies of her certificate, by personal delivery or first class mail, to the Education Professional Standards Board, 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.

Vote: *Unanimous*

1310712 (Bradley Brammel)

Accept Agreed Order retroactively suspending Respondent's certificate from December 24, 2013 through December 31, 2013, January 2, 2014 through January 6, 2014 and June 14, 2014 through June 30, 2014, a total of thirty (30) days. Respondent shall immediately surrender the original and all copies of his certificate, by personal delivery or first class mail, to the Education Professional Standards Board, 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.

1. On or before November 1, 2016, Respondent shall provide written proof to the Board that he has completed twelve (12) hours of professional development or training on educator ethics, with an emphasis on appropriate educator/student boundaries, as approved by the Board. Respondent shall pay any expense incurred. If Respondent fails to satisfy this condition by November 1, 2016 Certificate 200119861 shall be automatically suspended until such condition is satisfied.
2. On or before November 1, 2016, Respondent shall provide written proof to the Board that he has completed twelve (12) hours of Sexual Harassment Awareness Training, as approved by the Board. Respondent shall pay any expense incurred. If Respondent fails to satisfy this condition by November 1, 2016, Certificate 200119861 shall be automatically suspended until such condition is satisfied.

Certificate Number 200119861 and any future endorsements or new areas of certification shall be subject to the following permanent probationary conditions:

1. With any application for renewal of a certificate and/or with any application for an additional certificate, Respondent shall provide a current state and federal criminal background report to the Board. Respondent shall pay any expense incurred. If Respondent is convicted of any crime relating to improper sexual conduct and/or any crime involving a student or minor, any application for renewal of his certificate or issuance of an additional certificate shall be denied.
2. Respondent shall not receive any disciplinary action for inappropriate interactions with students or inappropriate educator/student boundaries from any school district in which he is employed. If Respondent fails to satisfy this condition, any and all certificates issued to him shall be automatically permanently revoked.

“Disciplinary action” is defined as any termination, suspension, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either a tribunal and/or arbitration process including any appeal therefrom. If the tribunal amends the disciplinary action or if Respondent agrees to amend the disciplinary action through arbitration, the new disciplinary action if a termination, suspension or public reprimand shall be considered a violation of this condition.

Respondent is aware that should he violate any provision of KRS 161.120 in the future, the Board shall initiate a disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1405285 (Samantha Matthews)

Accept Agreement stating that by Agreed Order entered on February 9, 2015, Respondent and the Board agreed to the following probationary condition, hereinafter “probationary condition no. 1”:

Respondent shall provide written proof to the Board that she has taken ETS's Educator Ethics Assessment within two (2) months of its national release tentatively scheduled for the fall of 2015. Any expense incurred for said training shall be paid by Respondent. If Respondent fails to satisfy this condition, any and all certificates issued to Respondent will automatically be suspended until such training is completed and the appropriate written proof is provided to the Board.

The Board's staff has attempted to assist Respondent in obtaining the ETS Educator Ethics Assessment, but was informed by the developers of said training that it is not available for individual, remedial training.

Due to the fact that the training required in probationary condition no. 1 is not available, Respondent and the Board agree to substitute the language of probationary condition no. 1 to the following:

By March 1, 2015, Respondent shall provide written proof to the Board that she has completed twelve (12) hours of professional development or training on the Professional Code of Ethics for Kentucky Certified School Personnel, as approved by the Board. Any expense incurred for said training shall be paid by Respondent. If Respondent fails to satisfy this condition, any and all certificates issued to Respondent will automatically be suspended until such training is completed and the appropriate written proof is provided to the Board.

Vote: *Unanimous*

Recommended Order

Case Name

1403181 (James Reed)

Decision

Accept the Hearing Officer's Findings of Fact, Conclusions of Law, Recommended Order and Notice of Appeal Rights affirming the EPSB's denial of Petitioner's application for certification.

Vote: *Unanimous (Ms. Fields recused)*

1409665 (Neil Carrington)

Accept the Hearing Officer's Findings of Fact and the Conclusions of Law, and Modify the Recommended Order and to revoke Respondent's teaching certificate through and including December 14, 2018. 2. Thereafter and only after such date, Respondent may apply for any certificate issued under KRS 161.010 to 161.100 only by complying with the requirements then applicable to the certificate for which he applies. Upon applying for any certificate, Respondent shall provide proof that he has completed six (6) hours of ethics training and that he has successfully completed a "fit to teach" evaluation. If Respondent reapplies for a teacher of exceptional children/communication disorders under KRS 161.053 or its then existing equivalent, Respondent also shall provide proof that he has completed six (6) hours of training on dealing with exceptional children.

Vote: *Unanimous*

Motion made by Ms. Sinclair-Curry, seconded by Ms. Schneider, to adjourn the meeting.

Vote: *Unanimous*

Meeting adjourned at 1:15p.m.

Next Meeting: **February 19, 2016**
 9:00 a.m. EST
 EPSB Board Room
 Frankfort, Kentucky